

Board of Visitors

Quarterly Meeting
September 8, 2023

RADFORD UNIVERSITY

Board of Visitors

RADFORD UNIVERSITY

Board of Visitors

QUARTERLY MEETING

9 A.M. **

SEPTEMBER 8, 2023

KYLE HALL, ROOM 340, RADFORD, VA

DRAFT **AGENDA**

- **CALL TO ORDER and OPENING COMMENTS** Dr. Debra McMahon, *Rector*
- **APPROVAL OF AGENDA** Dr. Debra McMahon, *Rector*
- **APPROVAL OF MINUTES** Dr. Debra McMahon, *Rector*
 - June 9, 2023, July 24-25, 2023
- **PRESIDENT'S REPORT** Dr. Bret Danilowicz, *President*
- **ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE** Ms. Jeanne Armentrout, *Chair*
 - Report to the Board of Visitors
- **BUSINESS AFFAIRS AND AUDIT COMMITTEE** Mr. Tyler Lester, *Chair*
 - Report to the Board of Visitors
 - **Action items:**
 - Capital Project Update and Recommendation to approve the 2024-30 Six-Year Capital Plan
 - Recommendation for Approval of Amendment to 401(a) Supplemental Retirement Plan
 - Recommendation for Appointment as Trustee of Retirement Benefit Trust
 - Recommendation to approve the 2024-26 Six-Year Plan
 - 2022-23 Financial Performance Report and Recommendation to approve Radford University's 2023-24 Operating Budget
- **ENROLLMENT MANAGEMENT AND BRAND EQUITY COMMITTEE** Mrs. Jennifer Wishon Gilbert, *Chair*
 - Report to the Board of Visitors

- **EXTERNAL ENGAGEMENT COMMITTEE**
 - Report to the Board of Visitors
- **STUDENT AFFAIRS AND ATHLETICS COMMITTEE**
 - Report to the Board of Visitors
- **REPORT ON THE RADFORD UNIVERSITY FOUNDATION**
- **REPORT TO THE BOARD OF VISITORS FROM THE STUDENT REPRESENTATIVE TO THE BOARD**
- **CLOSED SESSION**
 Virginia Freedom of Information Act §2.2-3711(A) (1) and (8)
- **OTHER BUSINESS**
 - Ratify Selection of Vice President Beane
 - Board Discussion on Affordability
- **ANNOUNCEMENTS**
 - **Meeting Dates**
 November 30 - December 1, 2023

2024 Dates
 March 21-22, 2024
 June 6-7, 2024
 July 21-23, 2024 Retreat
 Sept. 5-6, 2024
 Dec. 5-6, 2024
- **ADJOURNMENT**

Ms. Lisa Pompa, *Chair*

Mr. David A. Smith, *Chair*

Mr. Marquett Smith, *BOV Liaison to RU Foundation*

Mr. Troy Stallard, *Student Representative to the Board of Visitors*

Dr. Debra McMahan, *Rector*

Dr. Debra K. McMahan, *Rector*

Dr. Debra McMahan, *Rector*

Mr. Tyler Lester, *Chair of Business Affairs and Audit Committee*

Dr. Debra McMahan, *Rector*

Dr. Debra McMahan, *Rector*

**All start times are approximate only. The Board meeting either may begin before or after the listed approximate start time as Board members are ready to proceed.

BOARD MEMBERS

- Dr. Debra McMahan, Rector
- Mr. Marquett Smith, Vice Rector
- Mr. Robert A. Archer
- Ms. Jeanne S. Armentrout
- Ms. Betsy D. Beamer
- Dr. Jay A. Brown

Ms. Joann S. Craig
Dr. Betty Jo Foster
Mrs. Jennifer Wishon Gilbert
Mr. Tyler W. Lester
Mr. George Mendiola, Jr.
Ms. Lisa W. Pompa
Mr. David A. Smith
Ms. Georgia Anne Snyder-Falkinham
Mr. James C. Turk

September 2023 Meeting Materials

RADFORD UNIVERSITY

Board of Visitors

RADFORD UNIVERSITY BOARD OF VISITORS
Business Affairs and Audit Committee
September 7, 2023

Action Item
Approval of the Six-Year Capital Plan for 2024-2030

Item:

Approval of the 2024-2030 Radford University Six-Year Capital Outlay Plan.

Background:

Every two years, the University compiles a Six-Year Capital Outlay Plan for Board of Visitors approval. This plan drives the University's capital budget request submitted to the Department of Planning and Budget. From those requests, the Executive Branch prioritizes capital projects for the Commonwealth and to inform their decision on which projects will be slated for inclusion in the Governor's Executive Budget Bill which is presented in December of each year.

The Six-Year Capital Outlay Plan reflects the mission of the university. The projects are driven by initiatives and actions included in the University's current strategic priorities and Master Plan. The projects are submitted in priority order and identify the requested source of funding. The overall guiding principles of the plan were to identify future capital projects that modernize and repurpose existing academic buildings for the changing environment in higher education delivery and pedagogy; address the need to co-locate academic and administrative functions to improve operational efficiencies and departmental synergies; and modernize existing residence halls by updating building infrastructure and systems.

A summary of the submitted projects, by biennium, is presented in Appendix A and a brief description of each project is provided in Appendix B.

Action:

Radford University Board of Visitors approval of the 2024-2030 Radford University Six-Year Capital Outlay Plan, as presented in Appendixes A and B.

Radford University Board of Visitors
RESOLUTION
Approval of the Six-Year Capital Outlay Plan for 2024-2030
September 8, 2023

BE IT RESOLVED, the Radford University Board of Visitors approves the Radford University Six-Year Capital Outlay Plan for 2024-2030, as presented in Appendixes A and B.

RADFORD UNIVERSITY BOARD OF VISITORS
Business Affairs and Audit Committee
September 7, 2023

Action Item

Approval of the Radford University Supplemental Defined Benefit Plan for Faculty First Amendment

Item:

Approval of the Radford University Supplemental Defined Benefit Plan for Faculty (Plan) in accordance with Section 401(a) of the Internal Revenue Code (Code).

Background:

The Faculty Early Retirement Program (FERP) provides special benefits to tenured faculty who voluntarily retire from Radford University employment. This program is administered in accordance with the Code of Virginia requirements for the Voluntary Early Retirement Incentive Program. This program is authorized by the Code of Virginia §23.1-1302 and represents one of several transitional workforce programs supported by the Commonwealth.

The Radford University Supplemental Defined Benefit Plan for Faculty is a defined benefit plan qualified under Section 401(a) of the Internal Revenue Code to which the FERP's incentive payments will be paid so participants in the FERP can receive the payments in a tax-advantaged manner. The Plan is a governmental plan within the meaning of Code Section 414(d) and Section 3(32) of the Employee Retirement Income Security Act of 1974, as amended (ERISA). As a governmental plan, ERISA does not apply. The Plan is funded through a Trust in accordance with the qualification requirements of the Code.

The Radford University Supplemental Defined Benefit Plan is being amended to streamline plan distributions in a tax advantageous way to allow for annual single lump sum payments.

Action:

Radford University Board of Visitors approval of the Radford University Supplemental Defined Benefit Plan for Faculty First Amendment, as presented.

**FIRST AMENDMENT TO THE
RADFORD UNIVERSITY SUPPLEMENTAL DEFINED BENEFIT PLAN FOR FACULTY
(Effective January 1, 2022)**

WITNESSETH

WHEREAS, the Board of Visitors (the "Board") of Radford University (the "University") established and maintains the Radford University Supplemental Defined Benefit Plan for Faculty (the "Plan"), a defined benefit plan under Section 401(a) of the Internal Revenue Code, effective January 1, 2022;

WHEREAS, Section 11.01 of the Plan permits the University to amend the Plan at any time; and

WHEREAS the University desires to amend the Plan to simplify the distribution provisions.

NOW THEREFORE, in accordance with the foregoing, the Plan is hereby amended as follows effective January 1, 2023:

1. Section 6.01 of the Plan, setting for the general rules for payment of benefits, shall be amended to be and read as follows:

Section 6.01. General Rule. The annual benefit set forth in Section 4.01 and Section 4.02, as applicable, shall be paid in single lump sum, with the first payment made as soon as administratively practicable after the Retirement Date and each subsequent payment made on the yearly anniversary thereof.

2. In all other respects the Plan shall be and remain unchanged.

IN WITNESS WHEREOF, the undersigned, being an authorized officer of the University, has caused this FIRST AMENDMENT TO THE RADFORD UNIVERSITY SUPPLEMENTAL DEFINED BENEFIT PLAN FOR FACULTY to be executed on behalf of the University as of the date set forth below, but effective January 1, 2023.

RADFORD UNIVERSITY

By: _____

Print: _____

Title: _____

Date: _____

RADFORD UNIVERSITY BOARD OF VISITORS
Business Affairs and Audit Committee
September 7, 2023

Action Item
Appointment of Trustees for the Radford University Retirement Benefit Restated Trust Agreement

Item:

Appointment of Trustees for the Radford University Retirement Benefit Restated Trust Agreement

Background:

Radford University adapted the Radford University Supplemental Defined Contribution Benefit Plan, a qualified retirement plan under Section 401(a) of the Internal Revenue Code and established a single Trust as a vehicle for funds contributed under the Plan and other Code Section 401(a) plans as the University adopts.

In 2017, the University named Richard S. Alvarez, Chad A. Reed, and Stephanie J. Jennelle as Trustees. As transition at the University has occurred, two of the three trustees are being requested to be updated. Recommended trustees include Dr. Rob Hoover, Vice President for Finance and Administration and Chief Financial Officer and Brandon L. Cohen, University Budget Director for Board consideration.

Action:

Radford University Board of Visitors approval of Dr. Rob Hoover, Vice President for Finance and Administration and Chief Financial Officer and Brandon L. Cohen, University Budget Director as Trustees, as presented.

**APPOINTMENT/ACCEPTANCE AS TRUSTEE OF
RADFORD UNIVERSITY RETIREMENT BENEFIT TRUST**

APPOINTMENT

By signing below, Radford University appoints _____ as successor Trustee of the Radford University Retirement Benefit Trust, replacing _____ as Trustee. This Appointment of successor Trustee for the Radford University Retirement Benefit Trust shall be effective on execution of this Appointment and Acceptance of Appointment (“Effective Date”).

By: _____

Date: _____, 202_____

Print: _____

Title: _____

ACCEPTANCE OF APPOINTMENT

By signing below, the undersigned accepts the appointment as successor Trustee of the Radford University Retirement Benefit Trust on the Effective Date set forth herein and agrees to be bound by the terms of the Radford University Retirement Benefit Restated Trust Agreement.

By: _____

Date: _____, 202_____

Print: _____

Title: _____

RADFORD UNIVERSITY BOARD OF VISITORS
Business Affairs & Audit Committee
September 7, 2023

Action Item
Approval of Radford University's 2023 Six-Year Plan

Item:

Board of Visitors approval of Radford University's 2023 Six-Year Plan as required by § 23.1-306.

Background:

In response to the requirements outlined in § 23.1-306 of the Code of Virginia, attached is a copy of Radford University's 2023 Six-Year Plan submitted to the State Council of Higher Education for Virginia (SCHEV) by the stated deadline of July 17, 2023.

As a mandate established through the "*Preparing for the Top Jobs of the 21st Century: The Virginia Higher Education Act of 2011*" (TJ21) legislation, governing boards of each public institution of higher education shall develop and adopt biennially and amend or affirm annually a six-year plan for their institution. This requires the plans to be submitted to the State Council for Higher Education of Virginia each odd-numbered year and requires any amendments or affirmations to existing plans to be submitted each even-numbered year.

The traditional request from prior years was modified for this year's submission. The Op-Six which includes the Secretary of Finance, Secretary of Education, Director of the Department of Planning & Budget, Director of State Council of Higher Education for Virginia, and the staff directors of the House Appropriations Committee and the Senate Finance & Appropriations Committee and their staff modified the process and materials for this cycle with a particular focus on:

- Adapting to shifts in student/enrollment pipelines in the design and operations of institutions and programs
- Continuing to innovate on how to best prepare students for success and meet the state's evolving labor market needs
- Ensuring both tuition payers and taxpayers are getting the greatest possible return on their higher education investment

The plan provided the University the opportunity to outline plans and objectives and to include specific strategies related to affordability and access to quality postsecondary education that prepare students for success in life. The 2023 Six-Year Plan reflects the major four strategic priorities of the University. The plan is divided in two parts. Part I is an Excel template with five components for data entry that includes In-state Undergraduate Tuition and Fee Increase Rate, Tuition & Other Nongeneral Fund Revenue, Academic-Financial Plan, General Fund Requests, and Financial Aid Plan. Part II provides a narrative summary of the proposed strategies and a strategic deep dive into enrollment, program alignment and performance, financial effectiveness and sustainability, and budget request.

The strategies identified in the University's 2023 Six-Year Plan were developed collaboratively with the leadership of each operating division. The funding of the proposed strategies is subject to change unless incremental general fund support is received. Additionally, approval of tuition and fees is the responsibility of the Board of Visitors and may be adjusted based upon factors such as incremental general fund support, legislative requirements, projected enrollment, and prioritization of strategies to implement.

Action:

Radford University Board of Visitors approval of the Radford University 2023 Six-Year Plan.

RADFORD UNIVERSITY BOARD OF VISITORS
Resolution

Approval of Radford University's 2023 Six-Year Plan
September 8, 2023

WHEREAS, the Higher Education Opportunity Act of 2011 became effective July 1, 2011, and requires each public institution of higher education in Virginia to develop and submit an institutional six-year plan; and

WHEREAS, § 23.1-306 of the Act requires, “*The governing board of each public institution of higher education shall (i) develop and adopt biennially and amend or affirm annually a six-year plan for the institution; (ii) submit such plan to the Council (State Council of Higher Education for Virginia), the General Assembly, the Governor, and the Chairmen of the House Committee on Appropriations, the House Committee on Education, the Senate Committee on Education and Health, and the Senate Committee on Finance no later than July 1 of each odd-numbered year; and (iii) submit amendments to or an affirmation of that plan no later than July 1 of each even-numbered year or at any other time permitted by the Governor or General Assembly*”; and

WHEREAS, Radford University prepared a six-year plan in accordance with the requirements of the Higher Education Opportunity Act of 2011 and guidelines provided by the State Council of Higher Education for Virginia; and

WHEREAS, the University submitted the six-year plan to the State Council of Higher Education for Virginia by the stated deadline of July 17, 2023 for the 2023 submission; and

WHEREAS, the 2023 Six-Year Plan must be approved by the Board of Visitors prior to the October 1 final submission;

THEREFORE, BE IT RESOLVED the Radford University Board of Visitors approves the Radford University 2023 Six-Year Plan (Part I and Part II) as presented in the format provided by the State Council of Higher Education for Virginia; and

BE IT FURTHER RESOLVED, that the University is authorized to revise the 2023 Six-Year Plan as required by State officials for final submission by the stated deadline.

**RADFORD UNIVERSITY BOARD OF VISITORS Business
Affairs and Audit Committee
September 7, 2023**

**Action Item
Approval of the Radford University 2023-24 Operating Budget**

Item:

Board of Visitors approval of the Radford University 2023-24 operating budget.

Executive Summary:

Each year, the Vice President for Finance and Administration & Chief Financial Officer is responsible for presenting Radford University's projected annual operating budget to the Board of Visitors for the upcoming fiscal year. The 2023-24 operating budget was developed in consideration of projected enrollment levels, actions taken by the Governor and General Assembly during the 2023 session, Board-approved tuition and fee rates, the strategic goals of the University, and the economic outlook.

Since the rollout of the 2018-2023 Strategic Plan: *Embracing the Tradition and Envisioning the Future*, a conscious effort has been underway to align institutional resources in support of strategic plan objectives. The collaborative process of budget development has helped provide the framework for which all divisions review operating priorities and align their actions with strategic goals of the University. The information collected during this process is also instrumental in the development of the University's Six-Year Plan submission to the Commonwealth and further helps to frame the strategic direction of the institution.

The Commonwealth's revenue forecast has remained strong, providing the Governor the ability to include significant investments to address funding for: tax relief for Virginian families, increase funding for law enforcement, support the development of lab schools, and multiple higher education initiatives, including increased funding for undergraduate financial aid. Given the current stability of the Commonwealth's fiscal outlook, the amended 2023-24 biennial budget includes nearly a half billion in compensation increases, including a five percent pay raise for eligible state employees that was effective June 10, 2023.

Considering the aforementioned items, the 2023-24 operating budget demonstrates a conservative use of University resources. The proposed budget identifies key operating efficiencies that help to address mandatory and unavoidable cost increases while maximizing funding opportunities for strategic plan initiatives.

Six-Year Planning Processes and 2023-24 Budget Development:

The Virginia Higher Education Opportunity Act of 2011 (TJ21) was passed by the 2011 General Assembly and is based on recommendations from the Governor's Commission on Higher Education Reform, Innovation and Investment, which was formed through Executive Order No. 9 issued in March 2010. The TJ21 legislation requires institutions of higher education to prepare

and submit a “Six-Year Plan” by July 1st each year in accordance with criteria outlined by the Higher Education Advisory Committee (HEAC).

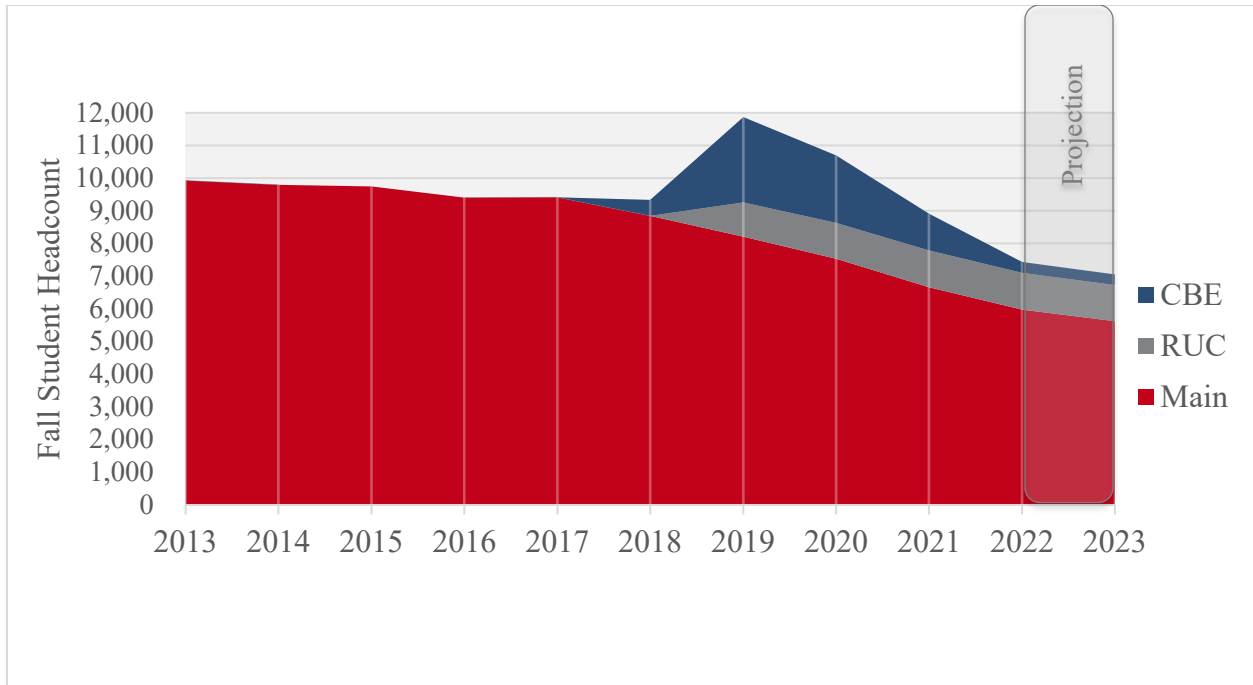
As an integral part of the six-year planning process, the University’s internal annual budget development cycle provides the opportunity to reevaluate the essential needs for the upcoming fiscal year and outline divisional priorities for the outlying years. The budget development review engages key personnel and provides a consistent mechanism to prioritize funding requests and strategically align the institution’s long-range goals with projected resources.

The University submitted the updated preliminary 2023-24 Six-Year Plan to the State Council of Higher Education for Virginia (SCHEV) on July 17, 2023, and will submit the final plan after Board action on October 1, 2023. The University’s Six-Year Plan identifies the targeted objectives and strategies to achieve both Virginia and institutional goals and provides a foundation for preparing tuition and mandatory fee recommendations for consideration by the Board.

Enrollment Trend:

While the University reached its highest total enrollment through the launch of Competency Based Education programs and the addition of Radford University Carilion (RUC) allied health programs in 2019, the University has seen a decrease in undergraduate enrollment for almost a decade. During that time, there has been an overall decrease and significant shift in the mix of student classification between instructional level and modality. This shift in enrollment classification is illustrated in the following chart. The University remains focused on increasing undergraduate student enrollment through innovative transfer options, such as the Bridge Program, as well as increasing enrollment in high demand Health Sciences programs offered on both main campus and at RUC.

Enrollment for 2023-24 on main campus is conservatively projected below prior year levels as the University seeks to stabilize enrollment throughout the upcoming years. Enrollment for RUC is projected slightly lower than prior year levels based on associate program offerings transferring to the Virginia Community College System.



Mandatory Cost Increases:

Given a revised budget was not approved during the traditional General Assembly 2023 session, the University proceeded with compiling the University fiscal year 2024 budget with the information as provided within the 2022 Special Session I Virginia Acts of Assembly Chapter 2 and estimates that were anticipated to impact future funding considerations as shown below:

2023-24 General Assembly Estimated Impact Summary

	2023-24
E&G - Educational & General	
Compensation Adjustments (Est @ 7% Salary Inc) *	\$3,404,240
Tech Talent	(887,128)
Fringe/Central System Changes*	483,724
Total E&G General Fund Recommendations	\$3,000,835
SFA - Student Financial Assistance	
In-State Undergraduate Financial Aid	8,269,400
Graduate Fellowships	87,300
Total E&G and SFA General Fund	\$11,357,535

Notes:

(*) Central Appropriation amounts are not included in the University's line-item appropriation. Instead, they are held centrally by the state and allocated after the start of the fiscal year. For this reason, estimates have been provided.

Other Mandatory Costs –

In addition to the state-mandated items, the University must also address teaching and research faculty promotion and tenure contractual commitments, operation and maintenance of facilities, contractual escalators for technology and maintenance contracts, escalating utilities, and committed costs for previously approved projects. These initiatives, referred to as central cost commitments, combine to total \$2.8 million for the University.

To offset the projected enrollment levels, sixteen teaching and research positions that were held vacant as a result of employees accepting the 2022-23 Faculty Early Retirement Program were eliminated resulting in savings of \$2.1 million, along with an additional \$7.2 million in savings from internal realignments, efficiencies, and cost savings.

For additional details, see Attachment I for a further breakdown of the mandatory cost requirements.

Funding Sources and Cost Drivers:

Radford University main campus is very reliant upon general fund support due to the significant number of in-state undergraduate students served (91 percent as of Fall 2022). The state’s cost share model identifies that the University’s E&G program should be funded 67 percent from Commonwealth’s general fund support and 33 percent through institutional non-general fund sources (i.e. tuition, E&G fees, etc.).

As demonstrated in Figure 1, the 2023-24 projected E&G general fund split is still below the Commonwealth’s policy of 67 percent. The difference reflects funding of essential programmatic needs to support the University’s in-state student population.

Figure 1: E&G General Fund Appropriation Historical Trend

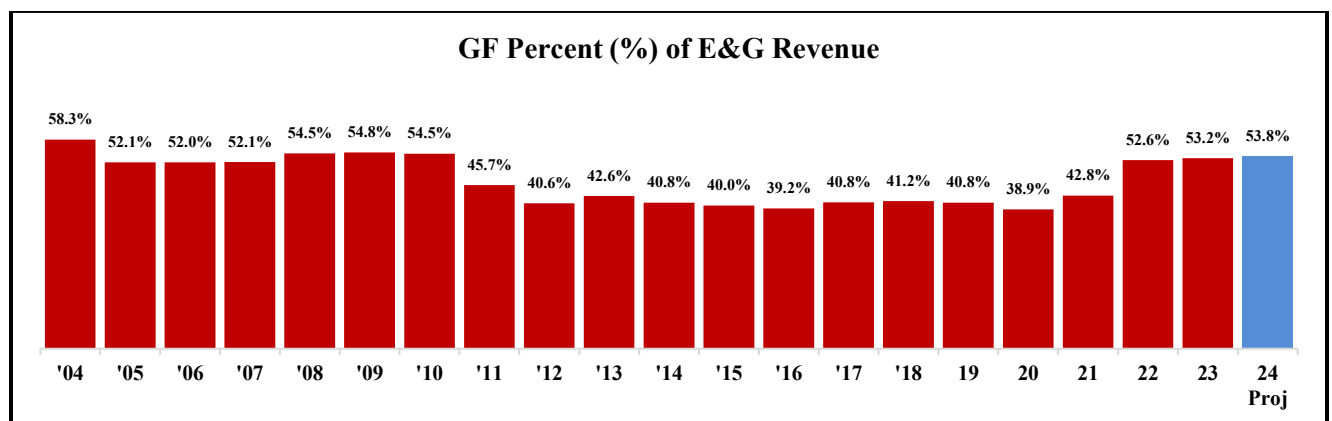
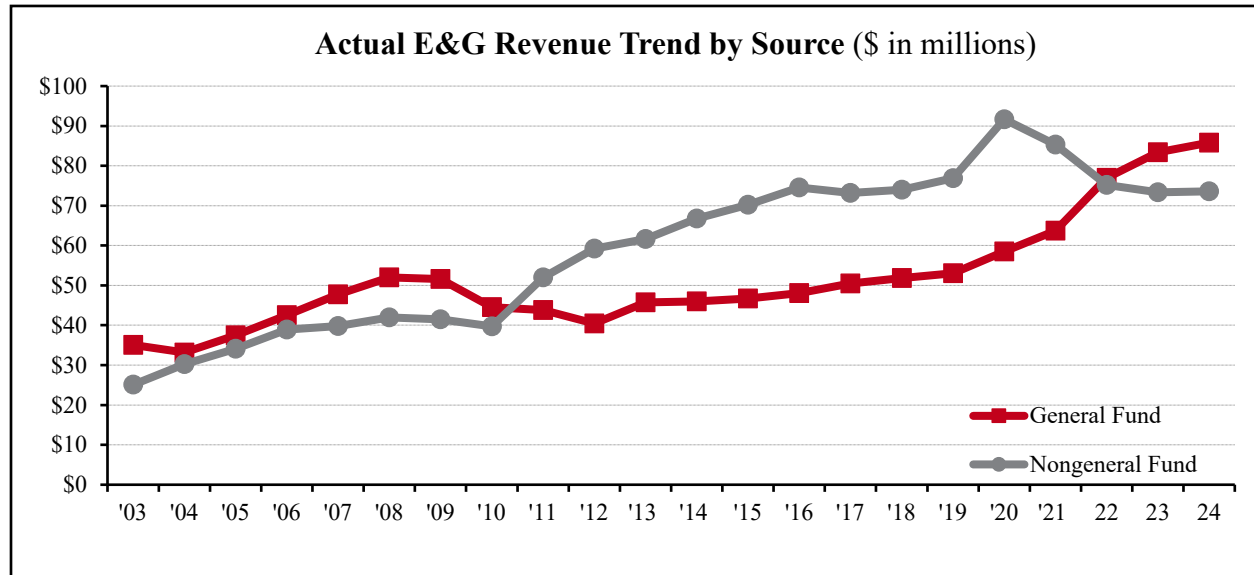


Figure 2 displays the E&G general fund and non-general fund trends between 2003 and 2024 (projected). In 2010, as a result of the economic downturn and the sustained loss of general fund support, students and their families began funding the majority of the cost of education. The increase in non-general funds for 2020 relates primarily to the merger with Jefferson College of

Health Sciences and the related \$20.6 million in Tuition and Fee revenue associated with the new RUC site. There is also an increase in general funds related to the initial \$1.7 million allocation to RUC, as well as an infusion of support for Tuition Moderation Funding and other mandatory cost increases. The most notable increase comes in 2022 with the historic \$10 million investment to equalize RUC tuition with the main campus, along with \$2.9 million to maintain affordability on main campus. The Commonwealth has continued to invest in higher education to ensure institutions remain affordable.

Figure 2: E&G General Fund/Non-general Fund Split Historical Trend (Nominal Dollars)



Proposed Operating Budget:

2023-24 Projected Total Revenue

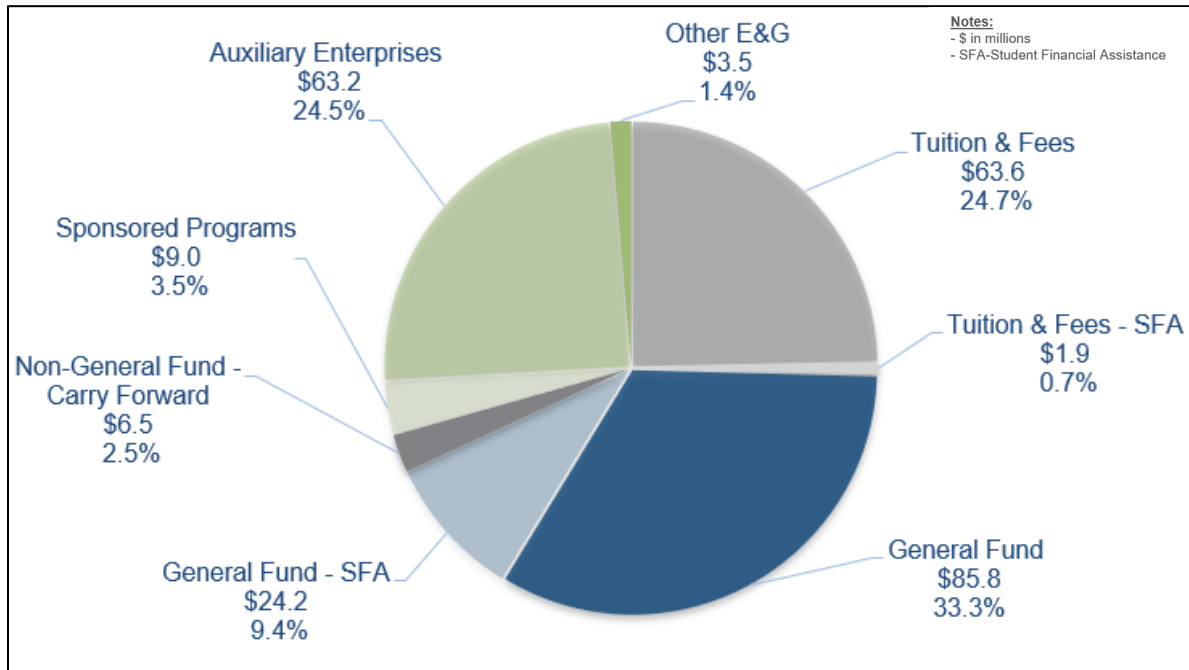
Radford University’s institutional budget is derived from two fund sources:

- **General Fund (GF)** – Virginia tax dollars (unrestricted), distributed through the Commonwealth’s budget process and documented through the Virginia Acts of Assembly (i.e. Appropriations Act).
- **Non-general Fund (NGF)** – tuition, mandatory (technology and comprehensive) fees, user (room and board) fees, other E&G and auxiliary enterprises fees, grants/contracts/research, federal student work study, and commissions (e.g. dining services, bookstore, laundry, etc.).

For the fiscal year 2023-24 the University is projecting revenue of \$257.7 million. This reflects a .01 percent increase from the 2022-23 Adjusted Total Budget.

The majority of the University’s total operating budget (57 percent) is supported through non-general fund sources. The remaining 43 percent is supported through the general fund. Figure 3 displays the breakdown of projected revenue by major funding sources.

Figure 3: 2023-24 Projected Total Revenue (All Sources and Programs)



2023-24 Projected Total Expenditures

Expenditures are expected to total \$258.7 million for 2023-24. Projected expenditures are set less than projected revenues due to required Auxiliary Enterprises reserve fund deposits that must be generated to meet the SCHEV guidelines for operating, equipment renewal and replacement, and capital projects.

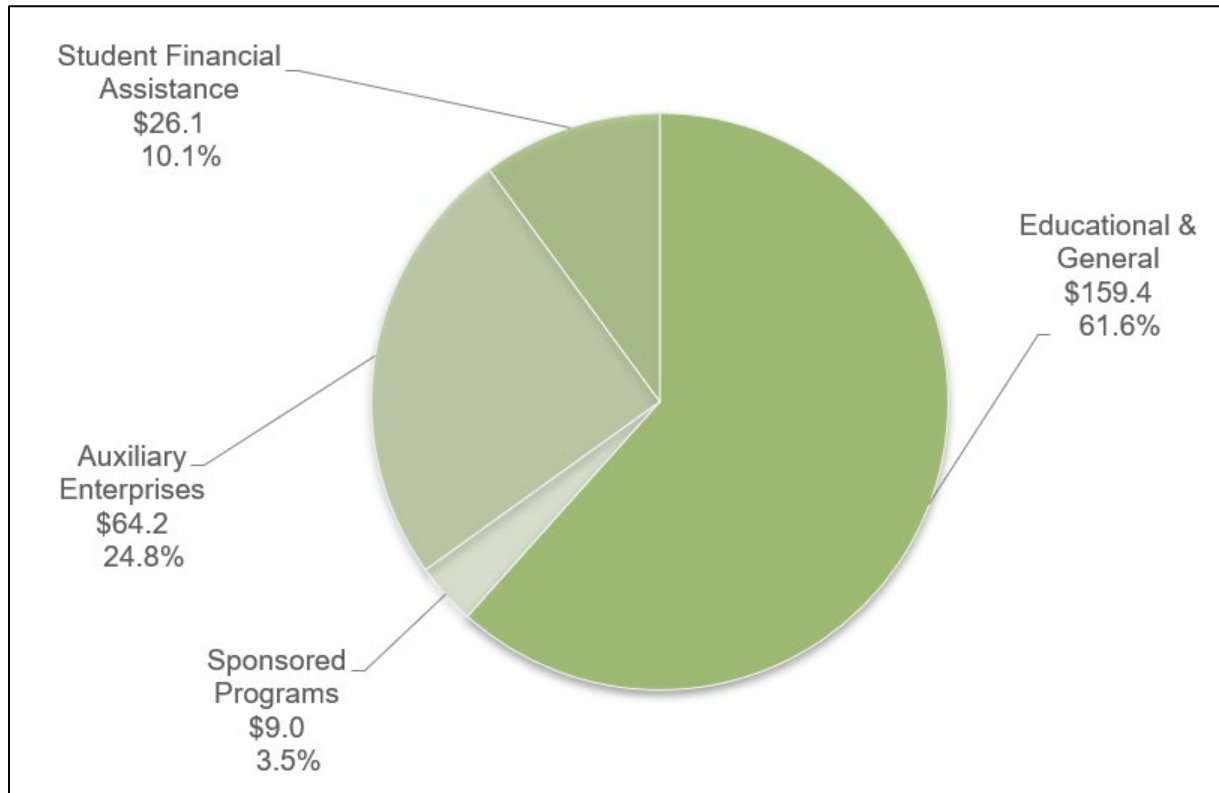
Figure 4 illustrates projected expenditures for each of the major programs which include:

- **Educational & General (E&G):** Activities to provide instruction, research, public service, academic support (e.g., library, deans), student support services (e.g., admissions, financial aid, registrar), and program support (e.g., administration, institutional support, physical plant) services.
- **Student Financial Assistance:** Activities to provide financial assistance to Virginia students.
- **Financial Assistance for Educational and General Services Program (Sponsored Programs, Grants and Contracts):** Activities to provide additional resources for educational and general services through third-party grants, contracts, and research.

- **Auxiliary Enterprises:** Self-supporting activities to provide goods or services to students, faculty, staff, and visitors (e.g. residence halls, dining services, bookstore, athletics, student activities, etc.).

The E&G program represents 61.6 percent of the expenditure budgeted while Auxiliary Enterprises accounts for 24.8 percent. The remaining 13.6 percent is split between Student Financial Assistance and Sponsored Programs.

Figure 4: 2023-24 Projected Expenditures by Major Program



Attachment I and Schedules A and B provide an overview of the University’s proposed 2023-24 operating budget by major program. Attachment I details the 2023-24 Funded E&G Initiatives by Division, Schedule A provides an overview of the 2023-24 Total University Operating Budget, and Schedule B reflects the 2023-24 Auxiliary Enterprise Budget by major program area.

The following is a narrative description by major program to complement the financial information presented in Attachment I and Schedules A and B.

Educational & General (E&G) Program –

The Educational and General (E&G) program supports instruction, academic support, libraries, public service, student services, institutional support, and operation/maintenance of the physical plant. The proposed 2023-24 E&G operating budget (base and one-time) totals \$159.4 million. The percentage of the E&G budget supported by general funds is projected

to be 53.8 percent for 2023-24. The University is anticipating to receive a net \$3.0 million in new base general funds over the previous year for mandated salary increases offset by a reduction in funding for the Tech Talent initiative. Projected E&G non-general fund revenue is derived primarily from tuition and fees at \$63.6 million, a 2022-2023 non-general fund carryforwards of \$6.5 million, with all other E&G revenue totaling \$3.5 million.

Resource Allocations

During the April 2023 Board of Visitors meeting, programmatic priorities were outlined and incorporated into the proposed 2023-24 budget which is provided in Attachment I.

Student Financial Assistance Program –

Commonwealth support from the general fund is appropriated for scholarships and fellowships to undergraduate and graduate students. The authorized general fund appropriation for fiscal year 2023-24 is \$24.2 million, which is a \$8.3 million increase over fiscal year 2022-23. In addition to general fund support, the University continues to commit \$1.9 million from institutional non-general fund resources to support undergraduate need-based financial aid.

Financial Assistance for Educational and General Services Program (Grants/Contracts) –

The University receives external funding for grants and contracts from a variety of federal, state, private, and local sources. For the fiscal year 2023-24, estimated annual activity for Sponsored Programs is projected at \$9.0 million.

Auxiliary Enterprises Program –

The Auxiliary Enterprises program supports student service activities such as residential life, dining, athletics, recreation, student health, and transportation. Funding for this program is generated from contract commissions and fees assessed to students and/or users. The Commonwealth requires Auxiliary Enterprises to be financially self-supporting. For this reason, general fund support and tuition revenue cannot be allocated to these activities.

For the fiscal year 2023-24, the revenue budget for Auxiliary Enterprises is projected to be \$63.2 million. It should be noted that all auxiliary budgets were adjusted to account for projected revenue changes due to enrollment levels, salary increases, auxiliary indirect rate, and contractual commitments, as necessary.

It is projected that approximately .1 million will be generated in 2023-24 for reserve fund contributions which can be used for future debt service, maintenance reserve projects, and construction and/or renovation costs associated with future capital projects. The following are future considerations for auxiliary reserve balances: residence hall improvements, athletic complex renovations, equipment renewal and replacement, and land acquisition.

Action:

Radford University Board of Visitors approval of the 2023-24 operating budget as presented in Schedule A for Total Operating Budget and Schedule B for Auxiliary Enterprises.

RADFORD UNIVERSITY BOARD OF VISITORS

Resolution

September 8, 2023

Approval of the Radford University 2023-24 Operating Budget

BE IT RESOLVED, the Radford University Board of Visitors approves the fiscal year 2023-24 operating budget as presented in Schedule A for Total Operating Budget and Schedule B for Auxiliary Enterprises.

**2023-24 Resource Allocation Analysis
As of July 1, 2023**

	Total
<u>REVENUE - estimated</u>	
General Fund Changes	
Tech Talent	(\$887,128)
Compensation Adjustments (Est @ 7% Salary Inc)	3,404,240
Other (Est. Central Systems, Fringe Benefits, etc.)	483,724
Total GF Changes	\$3,000,835
Nongeneral Fund Changes	
Enrollment Alignment	(\$5,225,637)
Tuition Rate Change	2,015,003
Tuition Alignment	2,780,055
Other	(47,626)
Total NGF Changes	(\$478,205)
Total Revenue Changes	\$2,522,630
<u>EXPENSES - estimated</u>	
Non-Discretionary Cost Increases - Mandatory	
Compensation & Fringe Adjustments	
Full-Time Personnel - June 2023, 7% Salary Inc	\$6,411,706
Adjunct - Pay Inc	135,466
Fringe Benefits	563,723
Central Cost Commitments	
Promotion & Tenure	275,720
Competitive Wage	1,850,000
New Facilities - O&M	163,758
Contracts & Compliance	408,874
Employee Tuition Waivers	100,000
Sub-Total Non-Discretionary	\$9,909,247
Discretionary - Division Commitments	
Academic Affairs	\$718,354
Finance & Administration	39,131
Central Administration	75,210
Student Affairs	410,213
University Relations & Advancement	146,993
Enrollment Management	181,013
Economic Development	130,758
Central Resources	205,069
Sub-Total Division Commitments	\$1,906,741
Total Expenditure Changes	\$11,815,988
<u>SAVINGS STRATEGIES -</u>	
Academic Affairs	(\$1,897,254)
Academic Affairs - FERP	(2,091,365)
Academic Affairs - Tech Talent	(689,100)
Finance & Administration	(563,127)
Student Affairs	(9,300)
University Relations & Advancement	(79,020)
Enrollment Management	(119,564)
Central Resources	(3,844,627)
Total Divisional Budgets	(\$9,293,357)
Total Savings Strategies	(\$9,293,357)
Total Base Budget	\$2,522,631
RECURRING SURPLUS/(DEFICIT)	(\$0)

Radford University
Proposed University Operating Budget
2023-24

Dollars in Thousands

	Annual Budget for 2022-23			2022-23	2023-24 Adjustments			2023-24	
	Original Total Budget	(a) Adjustments	Adjusted Total Budget	(b) Total Budget	Technical Adjustments	Base Adjustments	One-Time Adjustments	Recommended Total Budget	(c)
Educational and General Programs									
Revenues									
General Fund	\$83,371	\$393	\$83,764	\$83,764	(\$955)	3,001	\$0	\$85,810	
NGF Carryforward	7,106	0	7,106	7,106	(7,106)	0	6,500	6,500	
Tuition and Fees	62,842	1,730	64,573	64,573	(569)	(424)	0	63,579	
All Other Income	3,382	(45)	3,338	3,338	(1,700)	(54)	1,962	3,546	
Revenue	\$156,702	\$2,079	\$158,780	\$158,780	(\$10,330)	\$2,523	\$8,462	\$159,435	
Expenditures									
Instructional & Academic Support	(\$97,930)	(\$590)	(\$98,520)	(\$98,520)	\$2,806	(\$121)	(\$2,425)	(\$98,260)	
All Other Support Programs	(58,771)	(1,489)	(60,260)	(60,260)	\$7,523	(2,402)	(6,037)	(61,175)	
Expenditures	(\$156,702)	(\$2,079)	(\$158,780)	(\$158,780)	\$10,330	(\$2,523)	(\$8,462)	(\$159,435)	
Reserve Draw (Deposit)	0	0	0	0	0	0	0	0	
NET	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Student Financial Assistance									
Revenue	\$17,758	\$7,521	\$25,279	\$25,279	(\$7,521)	\$8,357	\$0	\$26,115	
Expenditures	(\$17,758)	(\$7,521)	(\$25,279)	(\$25,279)	7,521	(8,357)	0	(26,115)	
Reserve Draw (Deposit)	0	0	0	0	0	0	0	0	
NET	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Sponsored Programs									
Revenue	\$8,962	\$254	\$9,215	\$9,215	(\$254)	\$0	\$0	\$8,962	
Expenditures	(8,962)	(\$254)	(9,215)	(9,215)	254	0	0	(8,962)	
Reserve Draw (Deposit)	0	0	0	0	0	0	0	0	
NET	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Auxiliary Enterprises									
Revenues	\$68,517	(\$6,290)	\$62,228	\$62,228	\$6,324	(\$5,335)	\$0	\$63,216	
Expenditures	(66,505)	1,485	(65,020)	(65,020)	(876)	1,681	0	(64,215)	
Reserve Draw (Deposit)	(2,012)	4,805	2,793	2,793	(5,448)	3,654	0	999	
NET	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Total University									
Revenues	\$251,939	\$3,563	\$255,502	\$255,502	(\$11,781)	\$5,544	\$8,462	\$257,728	
Expenses	(249,926)	(8,368)	(258,295)	(258,295)	17,228	(9,198)	(8,462)	(258,727)	
Reserve Draw (Deposit)	(2,012)	4,805	2,793	2,793	(5,448)	3,654	0	999	
NET	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	

Notes:

(a) Original Total Budget - Reflects the 2022-23 Operating Budget as of July 1, 2022 which was approved by the Board at the September 2022 meeting. Both recurring and one-time operating budgets are included.

(b) Adjusted Total Budget - Reflects the 2022-23 Operating Budget as of June 30, 2023. Both recurring and one-time operating budgets are included.

(c) Recommended Total Budget - Reflects the proposed 2023-24 Original Total Budget as of July 1, 2023. Both recurring and one-time operating budgets are included.

Radford University
Proposed Auxiliary Enterprise Budget
2023-24

Dollars in Thousands

	Annual Budget for 2022-23		2022-23	2023-24 Adjustments			2023-24
	Original	Adjusted	Adjusted	Technical	Base	One-Time	Recommended
	Total Budget ^(a)	Total Budget ^(b)	Total Budget	Adjustments	Adjustments	Adjustments	Total Budget ^(c)
Residential & Dining Programs							
Revenues	\$34,795	\$29,727	\$29,727	\$5,068	(\$1,943)	\$0	\$32,852
Expenditures	(\$34,023)	(\$32,884)	(32,884)	(922)	(55)	0	(33,860)
Reserve Draw (Deposit)	(772)	3,157	3,157	(4,147)	1,997	0	1,008
NET	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Bookstore							
Revenues	\$285	\$125	\$125	\$160	(\$215)	\$0	\$70
Expenditures	(\$273)	(\$63)	(63)	(210)	204	0	(69)
Reserve Draw (Deposit)	(12)	(62)	(62)	50	11	0	(1)
NET	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Parking & Transportation							
Revenues	\$1,833	\$1,787	\$1,787	\$47	(\$82)	\$0	\$1,752
Expenditures	(\$1,841)	(\$1,794)	(1,794)	(44)	127	0	(1,711)
Reserve Draw (Deposit)	8	8	8	(3)	(45)	0	(41)
NET	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Telecommunications							
Revenues	\$585	\$585	\$585	\$0	(\$65)	\$0	\$520
Expenditures	(\$567)	(\$567)	(567)	11	48	0	(508)
Reserve Draw (Deposit)	(18)	(18)	(18)	(11)	17	0	(12)
NET	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Student Health Services							
Revenues	\$2,795	\$2,683	\$2,683	\$113	(\$248)	\$0	\$2,547
Expenditures	(\$2,859)	(\$3,111)	(3,111)	265	313	0	(2,533)
Reserve Draw (Deposit)	64	428	428	(377)	(65)	0	(14)
NET	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Student Programming							
Revenues	\$7,311	\$7,065	\$7,065	\$247	\$395	\$0	\$7,706
Expenditures	(\$7,608)	(\$7,479)	(7,479)	(172)	(7)	0	(7,658)
Reserve Draw (Deposit)	297	415	415	(75)	(388)	0	(48)
NET	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Building & Facilities							
Revenues	\$2,530	\$2,351	\$2,351	\$1,550	(\$2,071)	\$0	\$1,829
Expenditures	(\$2,248)	(\$2,067)	(2,067)	232	281	0	(1,555)
Reserve Draw (Deposit)	(283)	(283)	(283)	(1,782)	1,790	0	(275)
NET	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Other Enterprise Functions							
Revenues	\$6,989	\$6,881	\$6,881	(\$1,262)	(\$1,156)	\$0	\$4,463
Expenditures	(\$5,699)	(\$5,371)	(5,371)	(359)	848	0	(4,883)
Reserve Draw (Deposit)	(1,290)	(1,510)	(1,510)	1,621	308	0	419
NET	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Intercollegiate Athletics							
Revenues	\$11,393	\$11,025	\$11,025	\$402	\$49	\$0	\$11,476
Expenditures	(\$11,386)	(\$11,684)	(11,684)	323	(79)	0	(11,439)
Reserve Draw (Deposit)	(7)	658	658	(725)	29	0	(37)
NET	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Auxiliary Enterprise							
Revenues	\$68,517	\$62,228	\$62,228	\$6,324	(\$5,335)	\$0	\$63,216
Expenses	(66,505)	(65,020)	(65,020)	(876)	1,681	0	(64,215)
Reserve Draw (Deposit)	(2,012)	2,793	2,793	(5,448)	3,654	0	999
NET	\$0	\$0	\$0	\$0	\$0	\$0	\$0

Notes:

(a) Original Total Budget - Reflects the 2022-23 Operating Budget as of July 1, 2022 which was approved by the Board at the September 2022 meeting. Both recurring and one-time operating budgets are included.

(b) Adjusted Total Budget - Reflects the 2022-23 Operating Budget as of June 30, 2023. Both recurring and one-time operating budgets are included.

(c) Recommended Total Budget - Reflects the proposed 2023-24 Original Total Budget as of July 1, 2023. Both recurring and one-time operating budgets are included.

Student Representative Report

RADFORD
UNIVERSITY

Page 27 of 53

Mental Health and Well-being

Initiatives

- Recruitment
- Retention
- Public Image
- Community
- RUC Presence



Peer Mentor Program

- Build community
- Harness untraditional students
- Foster diversity
- Improve mental health and well-being



Campus Programs

- Health and Wellness Taskforce
- Saves
- Peer Health Educators
- Safetalk
- Outdoor Recreation
- Student Affairs and Student Involvement
- Military Resource Center

Goals

- Finalize mentorship program
- Continue meeting with Radford personnel
- Awareness initiative for Peer Health Educators and Safetalk
- Explore Veteran's Affairs Suicide Prevention program
- Contact Project Echo

Questions?



Minutes

RADFORD UNIVERSITY

Board of Visitors

RADFORD UNIVERSITY

Board of Visitors

QUARTERLY MEETING

9 A.M. **

JUNE 9, 2023

KYLE HALL, THIRD FLOOR, RADFORD, VA

DRAFT **MINUTES**

BOARD MEMBERS PRESENT

Dr. Debra McMahon, Rector

Dr. Jay A. Brown, Vice Rector

Mr. Robert A. Archer

Ms. Jeanne S. Armentrout

Mrs. Jennifer Wishon Gilbert

Mr. Mark S. Lawrence

Mr. Tyler W. Lester

Mr. George Mendiola, Jr.

Mr. David A. Smith

Mr. Marquett Smith

Ms. Georgia Anne Snyder-Falkinham

Ms. Lisa Throckmorton

Mr. James C. Turk

Dr. David Beach, Faculty Senate Representative

Ms. Michaela Baker, Student Representative (Non-voting Advisory Member)

Ms. Lisa W. Pompa contacted Board of Visitors Rector Debra K. McMahon prior to the meeting to inform her that a personal matter would prevent her from attending the meeting in person. Ms. Pompa participated by electronic communication from her home.

OTHERS PRESENT

Dr. Bret Danilowicz, President

Ms. Karen Castele, Secretary to the Board of Visitors and Special Assistant to the President

Dr. Angela Joyner, Vice President for Economic Development and Corporate Education

Ms. Penny Helms White, Interim Vice President for Advancement and University Relations

Dr. Rob Hoover, Vice President for Finance and Administration

Dr. Susan Trageser, Vice President for Student Affairs

Mr. Mike Melis, Senior Assistant Attorney General, Office of the Attorney General

CALL TO ORDER

Rector Debra K. McMahon called the quarterly meeting of the Radford University Board of Visitors to order at 9:09 a.m. in Kyle Hall, Room 340 and acknowledged that the meeting was being live streamed to the public.

Rector McMahon shared that this was the first in-person meeting since the passing of Dr. Rachel Fowlkes and how her impact on the Board of Visitors, Foundation Board of Directors and Southwest Virginia will have lasting effects. Rector McMahon said that she was pleased that the Governor has appointed The Honorable Betsy Beamer to fill her unexpired term. Ms. Beamer previously served on the Board of Visitors from 1999 to 2003.

APPROVAL OF AGENDA

Rector McMahon asked for a motion to approve the Board of Visitors meeting agenda for June 9, 2023, as published. Ms. Georgia Anne Snyder-Falkinham so moved, Mr. Mark Lawrence seconded, and the motion carried unanimously.

APPROVAL OF MINUTES

Rector McMahon asked, if there was no objection, for a motion to approve the March 24, 2023, April 14, 2023 and April 28, 2023 minutes of the Board of Visitors meetings. Ms. Jeanne Armentrout so moved, Mr. Mark Lawrence seconded, and the motion carried unanimously.

SPECIAL GUESTS

President Danilowicz introduced The Honorable Kirk Cox, Virginia Business Higher Education Council President, and Mark Pace, Virginia Business Higher Education Council Board Member. They provided the Board with information on work-based learning, how we can better connect Virginia students with Virginia businesses to help keep talent in the Commonwealth, as well as the other benefits of internships for students.

RECOGNITIONS

Rector McMahon recognized three Board of Visitors members as their terms expire June 30, 2023. Lisa Throckmorton and David Smith have completed one full term and Mark Lawrence has completed two full terms. Resolutions were read and presented to each member. Rector McMahon asked for a motion to approve the resolutions. Mr. Bob Archer so moved, Mr. Tyler Lester seconded, and the motion carried unanimously. A copy of each resolution is attached hereto as ***Attachment A*** and is made a part hereof. Student Representative Michaela Baker was also recognized for her service on the Board of Visitors during the past year.

PRESIDENT'S REPORT

President Bret Danilowicz provided a report to the Board on recent University activities. A copy of the report is attached hereto as ***Attachment B*** and is made a part hereof.

REPORT FROM THE ACADEMIC EXCELLENCE AND RESEARCH COMMITTEE

Ms. Lisa Pompa stated that the Committee met on June 8, 2023 and shared the Committee heard from Dr. Jeanne Mekolichick, Associate Provost for Research, Faculty Development and Strategic Initiatives who gave an update on the current and future Academic Affairs goals. Dr. Jessica Stowell, Director of Institutional Effectiveness and Quality Improvement, reported that the Quality Enhancement Plan (QEP) fully approved after a successful SACSCOC visit in March. Dr. Mekolichick also updated the committee on the draft 2023-2025 goals. Ms. Pompa noted that five faculty members received emeritus status.

REPORT FROM BUSINESS AFFAIRS AND AUDIT COMMITTEE

Mr. Marquett Smith stated that the Committee met on June 8, 2023 and shared the Committee heard from University Auditor Margaret McManus who provided oral reports on the March 2023 quarterly review of University Discretionary Fund expenditures and on FY 2023 goals. The committee was also presented with the department's recent external Quality Assurance Review report, an audit report on Information Technology – Networking, and a follow-up audit status report.

Mr. Smith reported that the Committee heard capital and information technology project updates, as well as updates on the Finance and Administration goals. Dr. Rob Hoover provided the Committee with an overview of the 2023-25 goals as well as the six-year plan.

REPORT FROM THE ENROLLMENT MANAGEMENT AND BRAND EQUITY COMMITTEE

Ms. Lisa Throckmorton stated that the Committee met June 8, 2023 and shared that Interim Vice President for Enrollment Management Angela Joyner provided the status on current Enrollment Management goals. Enrollment continues to be a priority and the team has been identifying short-term and long-term strategies for stabilization. The Committee heard trends impacting enrollment regionally and an overview of the factors affecting enrollment and strategies for improvement in brand equity, transfer strategy, competitiveness, experiences, processes and communication. Enrollment Management Goals for 2023-25 were also presented to the Committee.

Ms. Throckmorton shared that the Committee heard the Brand Equity 2023 goals and objectives with all projects being on track. The Committee heard an update on the brand identity, website redesign and visual mark projects. The Committee also heard the Brand Equity 2023-25 initiatives.

REPORT FROM THE EXTERNAL ENGAGEMENT COMMITTEE

Mr. Mark Lawrence stated that the Committee met June 8, 2023 and shared that Interim Vice President for Advancement and University Relations Penny Helms White provided updates on the Advancement FY2022-2023 strategic goals. The Committee heard that as of May 31, 2023, \$9 million has been secured for the current fiscal year, representing a 30% increase over the previous fiscal year end total. The Committee heard updates from Alumni Relations and highlights of the division's accomplishments throughout the year. The Committee heard the goals for 2023-25.

Mr. Lawrence reported that Vice President for Economic Development and Corporate Education Angela Joyner provided an update on the status of the 2022-23 goals for her division, including the IMPACT Lab is on track to reach the goal of 75% attainment to date. Highlights for the year include a \$1.2M grant secured from the Department of Education and a comprehensive marketing campaign was launched to help build awareness for the IMPACT Lab and generate leads. IMPACT has also expanded the CBE program development to build talent pipelines in education and nursing. The Committee heard the proposed goals for 2023-25 that will focus on driving enrollment growth and elevating the brand.

REPORT FROM THE STUDENT AFFAIRS AND ATHLETICS COMMITTEE

Mr. David A. Smith, Chair, stated that the Committee met on June 8, 2023 and shared that the Committee first heard from Student Government President Justine McLaughlin who reflected on the achievements of SGA this year and her immense pride in all that was accomplished. Mr. Smith reported that Vice President for Student Affairs Susan Trageser shared that Student Affairs focused discussion around their goal related to staff professional development; creating intentional opportunities for staff to network, learn and further develop skill sets to best serve and meet the needs of our students and their families. The Committee was provided proposed 2023-25 goals that center around the themes of student engagement, assessment and removing barriers, student employment, broad-scale (holistic) well-being, and continuous improvement of staff.

Mr. David Smith reported that the Committee heard from Director of Athletics Robert Lineburg who shared news of academic excellence and competitive excellence of the student-athletes. Mr. Smith that this had been the best academic semester the Radford University Athletics Department has ever seen with 86% of Highlander student-athletes achieving a 3.0 grade point average or better

during the Spring 2023 semester. The Committee heard and update on Big South scholarship comparison and resource development.

REPORT ON THE RADFORD UNIVERSITY FOUNDATION

Mr. Marquett Smith, Representative to the Radford University Foundation Board of Directors, provided an update on recent Foundation news and activities. Board elections were held on June 2 and Michelle O'Connor was elected to her second term as Board Chair. Jay Kenslow was elected as Vice Chair. The Virginia Higher Education CEO Conference was held at the Highlander Hotel on May 31 and June 1. Nearly 40 Executives from approximately 20 University and Community College Foundations participated. Mr. Smith reported that The Highlander is open for business with the Grand Opening event scheduled for June 29. Mr. Marquett Smith distributed an asset summary report, attached hereto as *Attachment C* and made a part hereof.

REPORT FROM THE STUDENT REPRESENTATIVE TO THE BOARD

Student Representative to the Board Michaela Baker provided an update on her initiatives and findings for the year. She discussed her meetings and making connections with student leaders and hopes that the open communication continues with the goal of getting more students involved in the future.

REPORT FROM THE FACULTY SENATE

Dr. David Beach provided an update from the faculty on behalf of Faculty Senate President Kurt Gingrich. Dr. Beach stated that they appreciate the collaborative work between the Executive Committee of this Board and the Faculty Senate Executive Council. The dialogue over the past year demonstrates all our commitments to the students of Radford. To David Smith, Lisa Throckmorton, and Mark Lawrence, whose terms are expiring, thank you for your service and dedication to this Board and this university; we have all benefitted from your insights and expertise. And we would like to remember Board member Rachael Fowlkes who served us with dignity and wisdom.

Dr. Beach reported that Faculty Senate addressed 51 motion since the last Board meeting with all but two related to curriculum. One of the non-curricular motions is before you today, the Faculty Senate Resolution on Academic Freedom and Civil Discourse.

Dr. Beach stated that in January, the Faculty Issues Committee was charged with developing language for a resolution. The Committee reviewed similar faculty senate documents from peer institutions and other Virginia institutions, and consulted the AAUP, the American Association of University Professors, Radford's Free Expression Policy, our own statement of principles in the Teaching and Research Faculty Handbook, and last December's statement by the Virginia Council of Presidents pledging to promote and uphold academic freedom. The chair of the Faculty Issues Committee, Kevin Farrell, along with senators Matt Close and John Cook, drafted a resolution over Spring Break that then went to the committee for review and revision. That next draft was reviewed by the Executive Council, and that revision was shared in late March with President Danilowicz and this Board's Executive Committee. The constructive conversation produced the current version which passed unanimously in the Faculty Senate.

Rector McMahon asked for a motion that the Board of Visitors supports the Faculty Senate and the work to create the Faculty Senate Resolution on Academic Freedom and Civil Discourse. Mr. Mark Lawrence so moved, Mr. Bob Archer seconded, and the motion carried unanimously.

CIVIL DISCOURSE AND FREEDOM OF EXPRESSION TASK FORCE

RECOMMENDATIONS

Dr. Heather Keith and Ms. Tricia Smith presented the recommendations from the 2022-2023 Presidential Task Force on Freedom of Expression and Civil Discourse. Recommendations included

the background and context of the Task Force, a draft institutional statement on freedom of expression, and a 2-year action plan on growing the capacity of students, faculty, staff, and administration to engage in meaningful and constructive dialogue.

CLOSED SESSION

Rector McMahon requested a motion to move into closed session. Dr. Jay Brown made the motion that the Radford University Board of Visitors convene a closed session pursuant to **Section 2.2-3711 (A) Items 1 and 8** under the Virginia Freedom of Information Act for the discussion of personnel matters related to the president’s performance plan and evaluation, and consultation with legal counsel related to these matters. Mr. Lawrence seconded the motion. The Board of Visitors went into closed session at 1 p.m.

Mr. James Turk left the meeting at 1:50 p.m.

RECONVENED SESSION

Following closed session, public access to the meeting was reconnected. Rector McMahon called the meeting to order at 2:19 p.m. On the motion made by Dr. Brown and seconded by Mr. Bob Archer, the following resolution of certification was presented.

Resolution of Certification

BE IT RESOLVED, that the Radford University Board of Visitors certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements under this chapter were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion by which the closed session was convened were heard, discussed or considered by the Board.

Roll Call	Vote
Dr. Jay Brown	Yes
Mr. Robert A. Archer	Yes
Ms. Jeanne S. Armentrout	Yes
Dr. Rachel D. Fowlkes	Yes
Mrs. Jennifer Wishon Gilbert	Yes
Mr. Mark S. Lawrence	Yes
Mr. Tyler Lester	Yes
Mr. George Mendiola	Yes
Ms. Lisa Pompa	Yes
Mr. David A Smith	Yes
Mr. Marquett Smith	Yes
Ms. Georgia Anne Snyder-Falkinham	Yes
Ms. Lisa Throckmorton	Yes
Dr. Debra K. McMahon	Yes

ACTION ITEMS

Election of Rector and Vice Rector

As Chair of the Nominating Committee, Mr. David Smith reviewed nominating process and timeline. Mr. Smith stated that on behalf of the committee he was bringing forward the following two names: Debra McMahon as Rector and Marquett as Vice Rector. Mr. David Smith asked if there were other nominations from the floor. Hearing none, he asked for a motion for approval. Mr. Bob Archer so moved, Dr. Jay Brown seconded, and the motion carried unanimously.

Approval of Evaluation and Compensation

Rector McMahon asked for a motion to approve the resolution for the 2022-23 Performance Plan and compensation for President Danilowicz. Dr. Brown so moved, Mr. Mark Lawrence seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as *Attachment D* and is made a part hereof.

OTHER BUSINESS

Constructive Dialogue Workshop

Dr. Heather Keith presented a faculty development workshop on facilitating difficult dialogue in the classroom. She showcased the kind of workshop that will be offered to faculty as part of the recommendations from the Task Force on Freedom of Expression and Civil Discourse, and part of the RISE QEP program for faculty.

ANNOUNCEMENTS

- July 23-25, 2023 - Retreat
- Sept. 7-8, 2023
- Nov. 30 – Dec. 1, 2023
- March 21-22, 2024
- June 6-7, 2024
- July 21-23, 2024 Retreat
- Sept. 5-6, 2024
- *Dec. 12-13, 2024 - tentative until release of academic calendar

ADJOURNMENT

With no further business to come before the Board, Rector McMahon adjourned the meeting at 3:06 p.m.

Respectfully submitted,

Karen Castele
Secretary to the Board of Visitors and Special Assistant to the President

RESOLUTION RECOGNIZING
DAVID A. SMITH '85, M.S. '87

WHEREAS, Mr. David A. Smith has faithfully served the Commonwealth of Virginia with distinction as a member of the Radford University Board of Visitors from 2019 to 2023; and

WHEREAS, Mr. Smith earned a Bachelor of Science in Communications and a Master of Science in Guidance Counseling from Radford University; and

WHEREAS, Mr. Smith has a profound passion for athletics and was a standout high school athlete at Amherst High School before bringing his skills to the court at the Dedmon Center as a student-athlete; and

WHEREAS, Mr. Smith continued making an impact on Radford University Athletics as an assistant men's basketball coach and Radford University Athletic Foundation Board of Directors member before bringing this knowledge and experience to the Board of Visitors; and

WHEREAS, throughout his tenure, Mr. Smith has provided exemplary service and demonstrated support for the students, faculty, staff and mission of Radford University; and

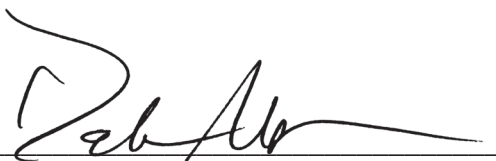
WHEREAS, Mr. Smith has served on the Executive Committee from 2021 to 2023; chaired the Governance, Administration and Athletics Committee from 2021 to 2022; chaired the Student Affairs and Athletics Committee in 2023; and served as vice chair of the Student Success Committee from 2020 to 2021; and

WHEREAS, Mr. Smith serves as Territory Sales Manager for Altria Group Distribution Company where he has been a loyal employee since 1988; and

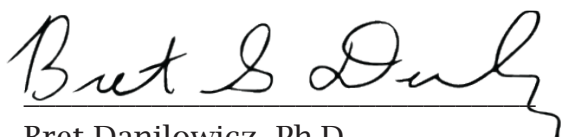
WHEREAS, while Mr. Smith displays great affection for his alma mater, career and community service, the true love in his life is family - his wife, Pebbles, a fellow Radford student-athlete, his daughters and grandchild; and

WHEREAS, through the guidance, encouragement and leadership of Mr. Smith, Radford University has successfully navigated a period of transition and continues to make a positive impact in the lives of students and in the Commonwealth of Virginia;

NOW, THEREFORE BE IT RESOLVED, that on this ninth day of the month of June in the year two thousand twenty-three, the Radford University Board of Visitors does hereby consider and pass this resolution of commendation and appreciation for service and contribution to the Radford University Board of Visitors, the Radford University students, faculty and staff, and furthermore that this resolution be preserved in perpetuity in permanent business records of the Radford University Board of Visitors and a copy be presented to Mr. David A. Smith.



Debra K. McMahon, Ph.D.
Rector



Bret Danilowicz, Ph.D.
President

RESOLUTION RECOGNIZING
LISA THROCKMORTON '94

WHEREAS, Ms. Lisa Throckmorton has served the Commonwealth of Virginia with distinction as a member of the Radford University Board of Visitors from 2017 to 2023; and

WHEREAS, Ms. Throckmorton is Executive Vice President of Public Relations at REQ, where she brings creativity and strategy to her work giving voice to innovative organizations and companies, helping them stand out from their competitors and raising the profiles of the clients she works with; and

WHEREAS, Ms. Throckmorton is a dedicated alumna of Radford University, having earned a Bachelor of Arts in English; and

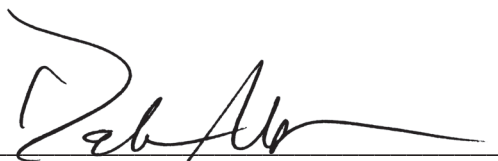
WHEREAS, Ms. Throckmorton has faithfully served her alma mater by giving back her time and talents in numerous ways, including serving as a member of the College of Behavioral Sciences and Humanities Advisory Council, hosting Radford University Alumni Business and Government Leaders, participating with the national capital region alumni chapter, serving as an alumni admissions ambassador, engaging with the Alpha Sigma Tau alumnae group, attending athletic events and always displaying her Highlander pride; and

WHEREAS, Ms. Throckmorton contributed significantly to the Board of Visitors as a member of the Executive Committee from 2020 to 2023; chaired the Advancement, University Relations and Enrollment Management Committee from 2020 to 2023; chaired the Enrollment Management and Brand Equity Committee in 2023; and served on the Governance, Administration and Athletics Committee, Student Success Committee and the Business Affairs and Audit Committee; and

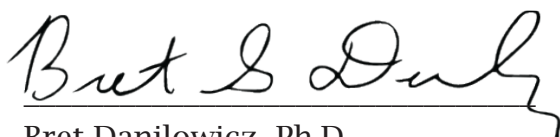
WHEREAS, Ms. Throckmorton served as chair of the Transition Committee for incoming President Bret Danilowicz, setting the stage for a successful change in leadership at Radford University; and

WHEREAS, throughout her tenure on the Board of Visitors, Ms. Throckmorton has demonstrated unwavering commitment and thoughtful decision making in support of Radford University and the faculty, staff, students and community it serves;

NOW, THEREFORE BE IT RESOLVED, that on this ninth day of the month of June in the year two thousand twenty-three, the Radford University Board of Visitors does hereby consider and pass this resolution of commendation and appreciation for service and contribution to the Radford University Board of Visitors, the Radford University students, faculty and staff and the many contributions to national and regional communities, and furthermore that this resolution be preserved in perpetuity in permanent business records of the Radford University Board of Visitors and a copy be presented to Ms. Lisa Throckmorton.



Debra K. McMahon, Ph.D.
Rector



Bret Danilowicz, Ph.D.
President

RESOLUTION RECOGNIZING
MARK S. LAWRENCE

WHEREAS, Mr. Mark S. Lawrence served the Commonwealth of Virginia with distinction as a member of the Radford University Board of Visitors from 2015 to 2023; and

WHEREAS, throughout his tenure, Mr. Lawrence provided exemplary service, leadership, insight and advice for the Board of Visitors, University leadership and Board committees; and

WHEREAS, Mr. Lawrence's successful career began with Appalachian Power where he first learned valuable life skills through job responsibilities such as communicating with landowners or checking buoys during a winter storm at Smith Mountain Lake; and

WHEREAS, Mr. Lawrence's skills in government relations were soon realized not only at Appalachian Power but later by Carilion Clinic, in their newly created Government Affairs role almost 23 years ago, and where he serves today as the Vice President for Government and External Affairs; and

WHEREAS, Mr. Lawrence's compassion for others is transparent in his community service, where he volunteers locally with the Jefferson Center, Mill Mountain Theatre, Second Presbyterian Church and statewide with Virginia FREE, Virginia Healthcare and Hospital Association Government Affairs Committee and the Center for Rural Virginia Board of Trustees; and

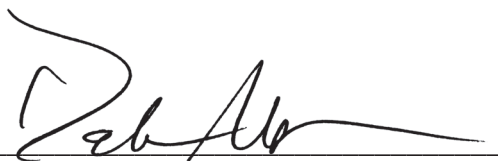
WHEREAS, Mr. Lawrence served as Rector of the Radford University Board of Visitors from 2017 to 2019; a member of the Executive Committee from 2016 to 2023; and has contributed to all committees during his tenure on the Board of Visitors; and

WHEREAS, during Mr. Lawrence's two terms on the Board, his leadership has been a beacon through times of transition, celebrations and tragedy; and

WHEREAS, while Mr. Lawrence has many qualities, the one admired the most is his commitment to students; and

WHEREAS, in 2019, the Board of Visitors established the Rector Mark S. Lawrence Student Scholarship to acknowledge Mr. Lawrence's exemplary leadership and dedicated efforts to serve as an unwavering champion for students and to provide scholarship support to the Student Representative to the Board of Visitors, now and well into the future;

NOW, THEREFORE BE IT RESOLVED, that on this ninth day of the month of June in the year two thousand twenty-three, the Radford University Board of Visitors does hereby consider and pass this resolution of commendation and appreciation for service and contribution to the Radford University Board of Visitors, the Radford University students, faculty and staff and the many contributions to national and regional communities, and furthermore that this resolution be preserved in perpetuity in permanent business records of the Radford University Board of Visitors and a copy be presented to Mr. Mark S. Lawrence.



Debra K. McMahon, Ph.D.
Rector



Bret Danilowicz, Ph.D.
President

**President Bret Danilowicz Remarks
Radford University Board of Visitors
June 9, 2023**

The current strategic plan will conclude in December 2023 and its successes celebrated. We are intending to do just that with a formal celebration at the start of Homecoming on Friday, October 20, and at that same event discuss some of the exciting plans we have for moving forward.

Given the ending of that plan, one of my goals I set for my first year was to develop and present an initial framework for Radford University's next Strategic Plan. As we have learned together over this year, there is much work to be done- much of that work triangulating back to enrollment. It is my belief that there are so many fundamental improvements we can make that will have a significant impact here, we must focus on those changes first. And because of the potential scale of their impact, we need to focus on those improvements and accelerate their implementation. That brings me to the desire to focus on only a two-year strategic plan. But with so much to be done, we need a vision for where Radford University should be in the future to guide what we select as our priorities within that two-year plan.

Following a year of engaging with students, parents, alumni, faculty, staff, community members, elected officials at the local, state, and federal levels, and a wide range of business interests and employers, I have heard what their needs are and their aspirations for Radford University. When these needs and aspirations are placed into the national and state-wide context for higher education, alongside the specific context of Radford University, our efforts must be focused into a few targeted areas to let Radford University reach its true potential.

Collectively, we must create a distinctive position for Radford University as a public higher education institution within the Commonwealth of Virginia. Advancing the following four priorities and measuring our progress will provide Radford a runway to build momentum. Our actions as a university should consolidate around these priorities, and will include the efforts of our vice presidents, deans, faculty, staff, and students, and in partnership, wherever possible, with our community, Board of Visitors, and SCHEV.

- 1) Define Radford's distinctive nature:
 - An example goal within this priority is that we must rebrand Radford and communicate how we have earned distinction as an institution and our commitment to the success of all Highlander students.
- 2) Stabilize enrollment:
 - Example goals within this priority include - through a university-wide effort, we will reset our practices for segmenting then engaging potential new freshmen and transfers to yield them as Highlanders.
 - And another goal would be Improving the success of our students through increased retention, progression, and graduation rates is also necessary to stabilize enrollment.
- 3) Drive economic development in partnership with our communities:
 - An example goal would be through businesses and government, we will create work-based learning opportunities for students with a focus on internships, apprenticeships, and co-ops.
- 4) Streamline the institution through increased efficiency and effectiveness which will serve to maintain affordability.

Focusing on those four priorities will greatly enhance our ability to be an effective institute of higher education in the Commonwealth of Virginia.

Yesterday, you saw the Vice Presidents and Directors presenting goals in their division. Each of their goals is contained within these four priorities. While not explicitly stated yesterday, all divisions agree that a collective goal we must meet under the priority of efficiency and effectiveness is that we must commit to providing exceptional customer service as expected of the close-knit community of Radford University.

This framework of priorities will be important for us to follow. There is a lot of work that falls outside of those areas, but without a focus, it will lead us to not making the largest steps forward as an institution. The goals that we set in this framework will continue to evolve over the summer, and working with our students, employees, and you as members of our Board of Visitors, we will develop metrics to ensure we are on track to complete these goals over the next two-year period.

This will lead to a completed two-year plan for you to vote on in December 2023. It will include a guiding vision with priorities, goals and metrics with accountability. While the work starts this July, it will be from January 2024 to December 2025 that we accelerate the implementation of these initiatives. Starting in Fall 2024, as we see the progress from this work taking hold, we will develop the next five-year strategic plan covering the period of 2026 to 2030 to be voted on by the Board in December 2025.

With the goals articulated by the vice presidents and directors, and the framework I have just described, I believe this achieves my personal goal to develop and present an initial framework for Radford University's next Strategic Plan.

This does connect to the six-year planning process required by SCHEV. You saw the timeline for that yesterday. Since we repeat the six-year plan every two years for SCHEV, developing our two-year strategic plan aligns well with the timeline of their report. Our six-year plan will be submitted this July, and we will continue to refine that submission with your involvement through October 2023.

On Wednesday, we were pleased to have an Executive Delegation from the State Capital, representing the interests of Op Six, which included Secretary of Education Aimee Guidera. This visit helped the group understand the strengths of Radford University and our unique contributions to the Commonwealth and Southwest Virginia, and with discussion of important change initiatives we have underway on campus. One important point for us all to keep in mind is Secretary Guidera mentioned the importance of having a metric-based focus on outcomes from the university, not just inputs.

Provost Bethany Usher starts on Monday, and the campus is excited to embrace her energy and ideas for Radford University. The finalists for our General Counsel position continue the interview process in Richmond- I do anticipate an outcome to be announced soon- that is a search for which I do not set a timeline as it is directed by the State. We are interviewing all the finalists for the Vice President for Enrollment Management and Strategic Communications this week- I appreciated Rector McMahan and Lisa Throckmorton interviewing the candidates. Before the end of the month, I anticipate being able to announce the hire, and I am hopeful that the successful candidate will be start before the end of August. This will leave open only the Vice President for University Advancement position at the cabinet level, which we will begin to search early in the fall semester. I have treasured the opportunity to work with such a strong group of interim leaders, each of whom has done transformative work while in even an interim role, but I do very much look forward to having the cabinet fully named and staffed.

Dr. Rachel Fowlkes, our former Board member, was loved and respected by all. I am pleased to inform you of two significant topics related to Rachel.

First, prior to her passing, she was nominated for an award by Dr. Theresa Burris and Laura Turk. This was for the Outstanding Leadership Award which is offered annually by the Virginia Network for Women in Higher Education.

This purpose for this award reads as follows:

The Virginia Network for Women in Higher Education Outstanding Leadership Award will recognize an outstanding woman leader who has made significant contributions to higher education in Virginia. By recognizing outstanding women in Virginia higher education, we create an environment that supports the development and promotion of women leaders.

Criteria

The award winner shall have:

- Exemplified leadership, success and service; and,
- Served as a role model and leader to other women in the field of higher education through her demonstrated commitment to their leadership development; and,
- Employment in, or retired from, a Virginia institution of higher education.

I am sure you will be delighted to learn that Rachel is the 2023 winner for this award. Her son John Fowlkes will accept the award at the 2023 Virginia Network for Women Higher Education Annual State Conference to be held this year at the College of William and Mary. Alongside her son, Laura Turk and Holly Cline will also be attending the award reception.

Secondly, Rachel's family and friends are setting up a scholarship in her name at Radford University called the Dr. Rachel Fowlkes Memorial Scholarship to support non-traditional students from Southwest Virginia in pursuing a degree at Radford University. There is a webpage already set up information about the scholarship, and I'll ask Penny to send you its information through Karen- so you can help spread the word about the continuing opportunity to recognize her outstanding leadership and impact to education in the Commonwealth of Virginia.


This concludes my report.

**Radford University Board of Visitors
Resolution**

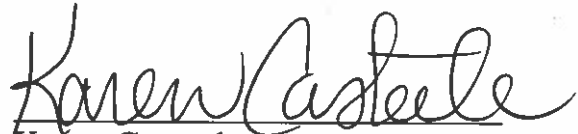
**Performance Plan for 2022-2023
President Bret Danilowicz**

Now Therefore Be It Resolved, that the Board of Visitors hereby approves payment for the completion of President Bret Danilowicz's 2022-2023 Performance Plan, as discussed in closed session on June 9, 2023, and that said performance plan pursuant to Section E of the Employment Agreement with President Bret Danilowicz, dated December 7, 2021, is considered a personnel record.

Adopted: June 9, 2023



Debra K. McMahon, Ph.D.
Rector
Radford University Board of Visitors



Karen Castele
Secretary to the Board of Visitors
Radford University

RADFORD UNIVERSITY

Board of Visitors

RETREAT SCHEDULE
JULY 24-25, 2023**
THE HOTEL ROANOKE & CONFERENCE CENTER
110 SHENANDOAH AVENUE, ROANOKE, VA

DRAFT
MINUTES

JULY 24, 2023

BOARD MEMBERS PRESENT

Dr. Debra K. McMahon, Rector
Mr. Marquett Smith, Vice Rector
Mr. Robert A. Archer
Ms. Jeanne S. Armentrout
Ms. Betsy D. Beamer
Ms. Joann S. Craig
Dr. Betty Jo Foster
Mrs. Jennifer Wishon Gilbert
Mr. George Mendiola
Ms. Lisa W. Pompa
Mr. David A. Smith
Mr. Marquett Smith
Ms. Georgia Anne Snyder-Falkinham
Mr. James C. Turk

BOARD MEMBERS ABSENT

Dr. Jay A. Brown

OTHERS PRESENT

Dr. Bret Danilowicz, President
Ms. Karen Castele, Secretary to the Board of Visitors and Special Assistant to the President
Mr. Steve Capaldo, Office of the Attorney General
Dr. Bethany Usher, Provost and Senior Vice President for Academic Affairs
Dr. Angela Joyner, Vice President for Economic Development and Corporate Education, Interim Vice President for Enrollment Management
Dr. Rob Hoover, Vice President for Finance and Administration
Ms. Penny White, Interim Vice President for Advancement and University Relations
Dr. Susan Trageser, Vice President for Student Affairs
Dr. Danette Gomez Beane, Incoming Vice President for Enrollment Management

WELCOME

Dr. Debra K. McMahon, Rector, called the Retreat to order at 8:05 a.m. in the Shenandoah Room of The Hotel Roanoke & Conference Center.

OVERVIEW OF THE RETREAT

Rector McMahon, Vice Rector Marquett Smith and President Bret Danilowicz provided an overview of the Retreat from their perspectives. President Danilowicz shared that this was the first time that the Vice Presidents have attended the Retreat.

THE GREAT UPHEAVAL - BOOK REVIEW AND DISCUSSION

Board members and Vice Presidents divided into four groups with each discussing the book and what they learned relative to Radford.

CLOSED SESSION

Rector McMahon requested a motion to move into closed session. Ms. Georgia Anne Snyder-Falkinham made the motion that the Radford University Board of Visitors convene a closed session pursuant to **Section 2.2-3711 (A) Items 1 and 8** under the Virginia Freedom of Information Act for the discussion of for the discussion of personnel matters related to the president's performance plan and compensation, and consultation with legal counsel related to these matters. Ms. Betsy D. Beamer seconded the motion. The Board of Visitors went into closed session at 9:54 a.m.

RECONVENED SESSION

Following closed session, public access to the meeting was reconnected. Rector McMahon called the meeting to order at 10:20 a.m. On the motion made by Ms. Snyder-Falkinham and seconded by Mr. Marquett Smith, the following resolution of certification was presented.

Resolution of Certification

BE IT RESOLVED, that the Radford University Board of Visitors certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements under this chapter were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion by which the closed session was convened were heard, discussed or considered by the Board.

Roll Call	Vote
Mr. Marquett Smith	Yes
Mr. Robert A. Archer	Yes
Ms. Jeanne S. Armentrout	Yes
Ms. Betsy D. Beamer	Yes
Ms. Joann S. Craig	Yes
Dr. Betty Jo Foster	Yes
Mrs. Jennifer Wishon Gilbert	Yes
Mr. Tyler Lester	Yes
Mr. George Mendiola	Yes

Ms. Lisa W. Pompa	Yes
Mr. David A Smith	Yes
Mr. Marquett Smith	Yes
Ms. Georgia Anne Snyder-Falkinham	Yes
Mr. James C. Turk	Yes
Dr. Debra K. McMahon	Yes

TWO-YEAR STRATEGIC ACTION PLAN

Each Vice President presented their goals for the upcoming Two-Year Strategic Action Plan with thoughts on possible strategies and metrics. The goals and additional details will continue to be discussed with the Board members and university constituency groups with the final plan to be approved at the December Board of Visitors meeting.

SIX-YEAR PLANNING PROCESS

President Bret Danilowicz and Vice President Rob Hoover discussed the six-year planning process that is required by the state and how the current two-year planning process helped inform the work. The draft six-year plan will be presented at the state level in late August and approved by the Board at the September meeting.

DEEP DIVE INTO BRANDING AND MARKETING

Vice President Angela Joyner provided an update on the timeline and process for the current rebranding efforts at the university. The brand reveal will be later in the fall.

Following the branding discussion, the Vice Presidents left the meeting.

FIRST-YEAR REFLECTION and MENTORING

Rector McMahon led a discussion with the Board members regarding the past year and what worked or could be approved upon in the year ahead. The members reflected on the importance of keeping the mindset of staying in the helicopter and not management, how effective strong mentorship has been, the appreciation of collegiality among the members and the excitement of what the future holds with the talented Board members and President Danilowicz’s leadership.

SACSCOC ANNUAL SELF-EVALUATION INTRODUCTION

Rector McMahon introduced the self-evaluation for Board members that would be completed and returned the following day.

Rector McMahon adjourned this portion of the Retreat until 8 a.m. on July 25, 2023.

Lisa Pompa left the Retreat.

Tuesday, July 25, 2023

Rector McMahon opened the meeting at 8:30 a.m. in the Shenandoah Room of The Hotel Roanoke & Conference Center.

BOV COMMUNICATIONS and PROTOCOL

Rector McMahon and President Danilowicz reviewed the process and protocol for communications with Board members, internal staff and others. While the Rector speaks on behalf of the Board, it is important that all Board members be provided with information so that they can accurately fulfill their role in supporting the university as advocates when given opportunities.

BOV STRATEGIC WORKING SESSION

Rector McMahon, Vice Rector Smith and President Danilowicz led discussions on how Board members can make a difference for the university after hearing the discussions at the Retreat regarding the upcoming planning process and the challenges and strengths of the university.

CLOSED SESSION

Rector McMahon requested a motion to move into closed session. Ms. Jeanne Armentrout made the motion that the Radford University Board of Visitors convene a closed session pursuant to **Section 2.2-3711 (A) Items 1 and 8** under the Virginia Freedom of Information Act for the discussion of for the discussion of personnel matters related to the president's performance plan and compensation, and consultation with legal counsel related to these matters. Mr. Bob Archer seconded the motion. The Board of Visitors went into closed session at 9:40 a.m.

RECONVENED SESSION

Following closed session, public access to the meeting was reconnected. Rector McMahon called the meeting to order at 1:05 a.m. On the motion made by Ms. Armentrout and seconded by Mr. David Smith, the following resolution of certification was presented.

Resolution of Certification

BE IT RESOLVED, that the Radford University Board of Visitors certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements under this chapter were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion by which the closed session was convened were heard, discussed or considered by the Board.

Roll Call	Vote
Mr. Marquett Smith	Yes
Mr. Robert A. Archer	Yes
Ms. Jeanne S. Armentrout	Yes
Ms. Betsy D. Beamer	Yes
Ms. Joann S. Craig	Yes
Dr. Betty Jo Foster	Yes
Mrs. Jennifer Wishon Gilbert	Yes
Mr. Tyler Lester	Yes
Mr. George Mendiola	Yes
Ms. Lisa W. Pompa	Yes
Mr. David A Smith	Yes

Mr. Marquett Smith	Yes
Ms. Georgia Anne Snyder-Falkinham	Yes
Mr. James C. Turk	Yes
Dr. Debra K. McMahan	Yes

Approval of Performance Plan for 2023-2024

Rector McMahan asked for a motion to approve the resolution for President Bret Danilowicz’s Performance Plan for 2023-2024. Mr. Bob Archer so moved, Ms. Snyder-Falkinham seconded, and the motion carried unanimously. A copy of the resolution is attached hereto as *Attachment A* and is made a part hereof.

Rector McMahan led a final discussion on the self-assessment, reflections of the retreat and next steps as Board members.

ADJOURNMENT

With no further business to come before the Board, Rector McMahan adjourned the Retreat at 1:40 p.m.

Respectfully submitted,

Karen Castele
Secretary to the Board of Visitors and Special Assistant to the President

End of Board of Visitors Materials

